



SCIENCE PEOPLE

Bringing good science people and good jobs together

Equal Opportunity Policy Statement

Science People is committed to the promotion of equal opportunity for all persons including women, people of Aboriginal and Torres Strait Island descent, people of all racial and ethnic groups and people with disabilities.

This commitment is to be interpreted so as to be consistent with the operation of the merit principle in the recruitment and promotion of all staff.

Science People accepts that as an employer it has a responsibility to eliminate and ensure the continued absence from within its structure of any source of direct or indirect discrimination on the basis of any factors not related to work or performance including race, colour, national or ethnic origin, nationality, sex, marital status, pregnancy, transexuality, age, sexual preference, status as a parent or carer, political conviction, religious belief, social origin or impairment. It has a continuing obligation under the Affirmative Action (Equal Employment Opportunity for Women) Act 1986 to develop and implement an Affirmative Action Plan.

Affirmative Action Program

Science People has developed and implemented a program of affirmative action in accordance with its obligations under the Affirmative Action (Equal Employment Opportunity for Women) Act 1986. The Affirmative Action Program is designed to ensure that:

1. appropriate action is taken to eliminate discrimination against women in relation to employment matters; and
2. measures are taken to promote equal opportunity for women in relation to employment matters.

Other EO Legislation

Apart from its responsibilities under the Affirmative Action Act, Science People recognises that policies and practices must meet the requirements of other equal opportunity and anti-discrimination legislation, in particular:

- *The Racial Discrimination Act 1975* which prohibits consideration of race, colour, descent or national or ethnic origin as grounds for discrimination;
- *The Sex Discrimination Act 1984* which makes it unlawful to take into account sex, marital status or pregnancy in employment and in the provision of education, goods and services and accommodation. The Act also defines sexual harassment and renders such behaviour unlawful in employment and in education; and
- *The Disability Discrimination Act 1992* which aims to ensure that people with disabilities have the same rights and opportunities as all other Australians. The Act provides people with an opportunity to respond to unfair treatment because of disability.